

# Equality and diversity

## Annual Report 2021-2022

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# 1. Introduction

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I am delighted to present the Equality, Diversity and Inclusion Annual Report (2021/22) for North Tees and Hartlepool NHS Foundation Trust.

Our actions to improve staff experience in relation to EDI align with the Trust's wider organisational strategic goals, specifically 'Valuing our People'. They also support our commitments to the NHS People Plan and the People Promise: 'We are compassionate and inclusive'.

As a public sector body, we are governed by the Equality Act 2010 and the Public Sector Equality Duty (PSED) in relation to our equality duties. The purpose of this report is to demonstrate the Trust's compliance with the Public Sector Equality Duty by publishing information on an annual basis. It summarises the workforce equality monitoring data for the period 1 April 2021 to 31 March 2022. This report offers an opportunity to reflect on our commitment to equality, diversity and inclusion, celebrating our successes and highlighting the key pieces of work we have achieved throughout the year.

Our aim is to make a positive difference for our colleagues and also the patients we care for and we believe that everybody in the Trust has a role to play in fostering a culture of inclusion and belonging and tackling inequality.

We believe that all protected characteristics are of equal importance, including age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Understanding the lived experiences of our colleagues is vitally important to us so that we can see where we need to make improvements and

ensure that we provide a supportive and inclusive workplace for everyone. Our staff networks are run by our staff and bring together people from across the organisation to improve equality of experience in our Trust.

Our commitment is to provide the best healthcare for everyone in our population. We are dedicated to making North Tees and Hartlepool NHS Foundation Trust a great place to work by creating a culture of compassion and inclusivity, with the health and wellbeing of our staff at the heart of all we do.



**Dr Susy Cook**  
Interim Chief People Officer

## 2. Strategic Overview

North Tees and Hartlepool NHS Foundation Trust is a Care Quality Commission (CQC) 'Good' rated organisation. Based in the North East of England, we support the health and care needs of over 400,000 people across our region in Stockton, Hartlepool and parts of County Durham.

The Trust is committed to Equality, Diversity and Inclusion (EDI) in all aspects of the services we deliver and the employment of our staff. Our aim is to continue to look after each other and foster a culture of inclusion and belonging, as well as developing actions to grow our workforce, train our people, and work together differently to deliver patient care.

Our customer services charter is developed in conjunction with our staff. Our vision and values promote a human rights based approach, which serves as a constant reminder that the patient is placed at the very heart of all that we do.

This is reflected through our core values of CARE: Collaborative, Aspirational, Respect and Empathy.

Equality, diversity and inclusion flows through all our values, but is particularly embodied within "Respect".

Whilst equality, diversity and inclusion is threaded across all structures and services in our Trust, we have a formal governance route which ensures that an overarching strategic and operational function is in place to provide assurance on our progress.

The People Committee ensures that the Trust strives to achieve best practice across all of our services in a fair and equitable manner, ranging from employment practices through to service delivery and redesign.

We also have networks aimed at engaging with colleagues who identify with the protected characteristics of: ethnic minorities, disabilities/long-term conditions, LGBTQ+, Women and Older Workers.

The Trust is represented at an ICS level through membership of the regional Equality, Diversity and Human Rights Group, where representatives from local Trusts meet to share ideas and promote best practice. The Trust is also part of the Tees Valley EDI Network, which includes representation from wider services including police, fire, education and local authorities. Both networks seek to adopt a system wide approach to the implementation of local and national equality and diversity practices.

The Trust holds Disability Confident employer status, which recognises our commitment to removing inequality and ensuring fairness and equity in relation to recruitment and employment processes. This is reflected further within our workforce policies and practices, all of which are assessed from an equality perspective and adopt the principles of Just Culture.



## Our Equality, Diversity and Inclusion Champions/Network Chairs



**Steve Hall**  
Non-executive Director for EDI



**Michelle Taylor**  
Workforce lead



**Elizabeth Morrell**  
Employee Relations



**Nicola Hogarth**  
Employee Relations



**Michael Swinbourne**  
Age (Older) Network



**Kristopher Bell**  
Ability Network Chair



**Matthew Andersen**  
LGBT+ Network Chair



**Sushil Munakhya**  
BAME Network Chair



**Shooey Dar**  
Multi-faith Network Chair



**Samantha Eaton**  
Women's Network Chair

### 3. Inclusive Leadership

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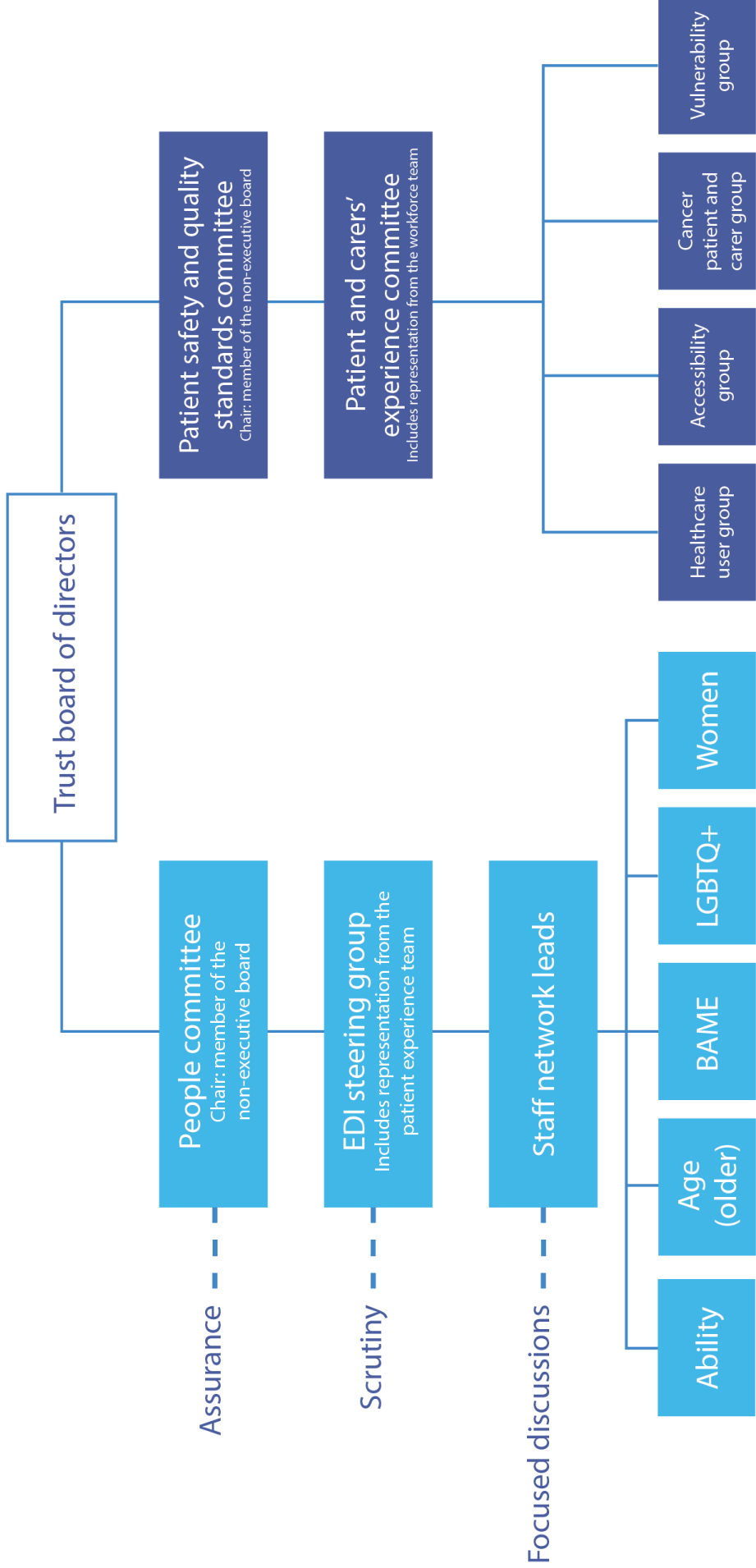


Equality, diversity and inclusion is threaded across the organisation and is key to delivering the Trust’s Workforce Strategy and our organisational objective of ‘Valuing our People’.

Our ambition is to build an EDI governance structure that inspires ED&I practice from Board to Ward, and we have a number of non-executive led committees who meet on a regular basis to provide assurance to our Trust Board.

The Trust’s EDI governance structure is shown below and is built on the principle of inclusive leadership and inclusion. It includes an EDI Steering Group that reports to the People Committee, and a Patient and Carer’s Experience Committee that reports to Patient Safety and Quality Standards (Ps & Qs) Committee.

The EDI Committee receives reports from the Staff Diversity Networks and the Ps & Qs Committee receives reports from the Healthcare User Group, the Accessibility Group, the Cancer Patient & Carer Group and Vulnerability Group.



## 4. We are the NHS: People Plan

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Published in July 2020 by NHS England and NHS Improvement, the NHS People Plan's aim is to have more people, working differently, in a compassionate and inclusive culture within the NHS.

- To achieve its ambitions, the NHS People Plan sets out specific actions within six areas:
- Responding to new challenges and opportunities
- Belonging in the NHS
- Growing for the future
- Looking after our people
- New ways of working and delivering care
- Supporting our people now and for the long term

The plan also includes Our People Promise, which outlines behaviours and actions that staff can expect from NHS leaders and colleagues, to improve the experience of working in the NHS for everyone.

Our kind, and inclusive culture underlines how we operate. We want all of our people to feel like they belong, and that North Tees and Hartlepool NHS Foundation Trust is a great place to work towards a better future.





## 5. Staff Networks

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At North Tees and Hartlepool NHS Foundation Trust, we are proud of our strong reputation within the Equality, Diversity and Inclusion (EDI) agenda and we are committed to creating a more diverse and inclusive culture, where our staff can come to work in a supportive working environment, which is strengthened by a framework of comprehensive workforce policies.

It is important that, as a caring and compassionate employer, we understand how it feels to work for this Trust and particularly, how an individual's lived experience may be influenced by one or more protected characteristic(s) and to allow our leadership teams to learn about the real impact of policy and practice.

One way of understanding this is through the development of staff networks and we have developed networks for each of the following groups:

- Black and Minority Ethnicity (BAME)
- Lesbian, Gay, Bi-sexual and Transgender (LGBT+)
- Disability
- Age (Older)
- Multi-faith
- Women

It is intended that our networks will offer a place for staff to come together, share experiences and facilitate learning and development. Networks can also assist in the shaping and delivery of organisational strategy and policy, working with us to improve staff experience on specific issues relating to each network. By adopting a collective approach, we will ensure greater equity and impact, which is underpinned by a strong commitment to listen, understand, support and improve the experience of our staff, acknowledging the different needs of protected characteristics.

We recognise that some individuals may identify with more than one characteristic and therefore it is both right and important that our networks allow the opportunity for intersectionality. To this aim, we aim to bring together all networks on an annual basis, and we have scheduled quarterly meetings for the network chairs as a means of peer support and to discuss any shared objectives/actions.

## 6. Public Sector Equality Duty (PSED)

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The principles of equality and diversity have been incorporated throughout the Trust, with inclusion of EDI considerations within business plans, ensuring that equality impact assessments are completed to a consistent standard, and that these are considered when implementing new and amended services, and workforce practices and policies.

As a Trust, we continue to seek to:

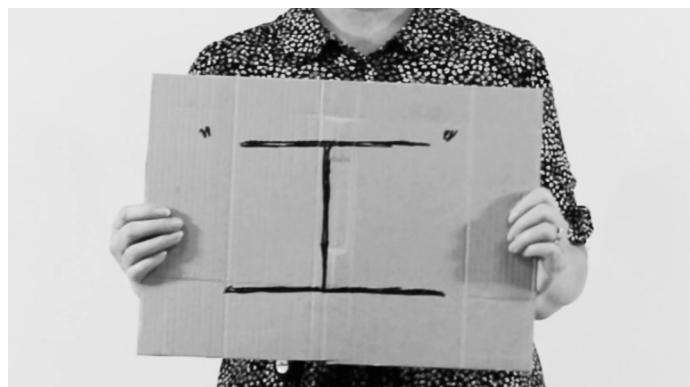
- Eliminate unlawful discrimination, harassment and victimisation
- Advance equality of opportunity between different groups
- Foster good relations between different groups
- Seek to improve existing practices, embed new initiatives and enhance our equality and diversity activity

We are continuing to work towards achieving the objectives identified in line with the specific duties of PSED.

Our current objectives are:

- To engage with our patients, the local community and various stakeholders, in line with the requirements of EDS2, to ensure the effective provision of services.
- To enable our staff to work alongside patients and carers to determine realistic, reasonable adjustments to deliver safe, effective care to people with literacy problems, learning difficulties and dementia.
- To promote equality, diversity and inclusion across the trust.
- To explore and reduce the discrimination experienced by our staff, as identified by the NHS annual staff survey, through the development of proactive measures and support mechanisms to be implemented trust-wide.

We will be reviewing our equality objectives for 2022/23, ensuring that focus is given on issues that are of particular importance to the organisation, based on feedback from our stakeholders.



## 7. Equality Delivery System 2

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The Equality Delivery System (EDS) was commissioned by the national Equality and Diversity Council in 2010 and launched in July 2011. A refreshed EDS (known as EDS2) was made available in November 2013.

The main purpose of the EDS2 is to help local NHS organisations, in discussion with local partners including local populations, review and improve their performance for people with characteristics protected by the Equality Act 2010. By using the EDS, NHS organisations can also be helped to deliver on the Public Sector Equality Duty.

We have worked closely with our stakeholders, both internal and external to the Trust, in relation to the implementation of the Equality Delivery System (EDS2).

EDS2 enables us to provide focus for areas requiring further attention, to ensure all identified equality issues are addressed for all protected characteristics, as recognised by the Equality Act 2010.

EDS is currently transitioning from EDS2 to EDS 2022, and it is intended that the focus will be on collaboration and delivery of the EDS as a system to tackle health inequalities and this is included in plans for future EDI ICS activities. This will include an element of peer review which will need to be factored into the process for each organisation, requiring engagement with relevant patient groups, voluntary care organisations, community groups, trade union representatives, staff networks, and FTSU representatives.

The review of EDS 2022 dovetails with our wider work in relation to the organisational EDI agenda.



## 8. Workforce Race Equality Standard

The Workforce Race Equality Standard (WRES) was introduced as part of the NHS Standard Contract in 2015 and seeks to tackle one particular aspect of equality – the consistently less favourable treatment of those who identify themselves as Black, Asian or from a Minority Ethnic background.

National research shows that those individuals who are from a Black, Asian or Minority Ethnic background are:

- less likely to be appointed for jobs once shortlisted
- less likely to be selected for training and development programmes
- more likely to experience harassment, bullying or abuse
- more likely to be disciplined and dismissed

The WRES consists of nine metrics which consider the fairness of how BAME staff are treated. Trusts must report on the metrics annually and implement an action plan to address any disparities highlighted by the information, in an attempt to try and close the gap between the experiences of BAME staff as compared to White staff.

The Trust's WRES report for 2021 is available on our website and can be found on:

[www.nth.nhs.uk/about/equality-diversity](http://www.nth.nhs.uk/about/equality-diversity)

A summary of the results for 2021 is shown in the table. The baseline data has been extracted and calculated to determine a response to each of the nine WRES indicators.

WRES indicator		2017	2018	2019	2020	2021	
1	Percentage of BME staff	Overall	9%	10%	11%	11%	<b>11%</b>
		VSM	0%	0%	0%	0%	<b>0%</b>
2	Relative likelihood of white applicants being appointed from shortlisting across all posts compared to BME applicants	0.74	0.58	0.86	0.99	<b>3.24</b>	
3	Relative likelihood of BME staff entering the formal disciplinary process compared to white staff	0.33	0.9	0.76	0.69	<b>0.93</b>	
4	Relative likelihood of white staff accessing non-mandatory training and continuous professional development compared to BME staff	0.6	0.89	0.67	0.77	<b>1.16</b>	
5	Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	BME	39.1%	36%	37.5%	42.3%	<b>28.1%</b>
		White	26.6%	29.2%	26.9%	28%	<b>24.8%</b>
6	Percentage of staff experiencing harassment, bullying or abuse from staff in the last 12 months	BME	20%	28%	31.3%	33.8%	<b>29.2%</b>
		White	19.8%	22.5%	18.3%	18.4%	<b>20.4%</b>
7	Percentage of staff believing that the Trust provides equal opportunities for career progression or promotion	BME	89.9%	80%	85.7%	77.4%	<b>82.4%</b>
		White	90.8%	94%	91.4%	90.2%	<b>88.9%</b>
8	Percentage of staff personally experiencing discrimination at work from a manager, team leader or other colleagues	BME	15.9%	14%	8.5%	11.7%	<b>14.6%</b>
		White	5.1%	5%	4.4%	4.3%	<b>5.1%</b>
9	BME Board membership	7.1%	6.7%	6.7%	5.3%	<b>5.6%</b>	

## 9. Workforce Disability Equality Standard

The NHS Workforce Disability Equality Standard (WDES) is designed to improve workplace experience and career opportunities for Disabled people working, or seeking employment, in the National Health Service (NHS). The WDES follows the NHS Workforce Race Equality Standard (WRES) as a tool and an enabler of change.

The WDES first came into force on 1 April 2019 as part of the NHS Standard Contract and consists of ten specific metrics which consider the fairness of how disabled staff feel they are treated by the organisation. NHS Organisations are required to report on the metrics annually and the information

obtained is used to implement local action plans to address any disparities in the metrics and to demonstrate progress against the indicators of disability equality.

The Trust's WDES report for 2021 is available on our website and can be found here:

[www.nth.nhs.uk/about/equality-diversity](http://www.nth.nhs.uk/about/equality-diversity)

A summary of the results for North Tees and Hartlepool NHS Foundation Trust is shown in the table. The baseline data has been extracted and calculated to determine a response to each of the ten WDES indicators.

WDES indicator		2019	2020	2021
1 Percentage of staff with a disability or long term health condition	Overall	2%	2%	<b>2%</b>
	Non-clinical	2%	2%	<b>2%</b>
	Clinical	2%	2%	<b>2%</b>
2 The relative likelihood of disabled staff being appointed from shortlisting compared to non-disabled staff		1.64%	1.34%	<b>0.94%</b>
3 The relative likelihood of disabled staff entering the formal capability process compared to non-disabled staff		0	0	<b>0</b>
4 Percentage of staff experiencing harassment, bullying or abuse from patients, relatives or the public in the last 12 months	With	35.4%	35.5%	<b>29.6%</b>
	Without	26.7%	27.8%	<b>24.1%</b>
5 Percentage of staff experiencing harassment, bullying or abuse from manager in the last 12 months	With	16.3%	14.2%	<b>18.3%</b>
	Without	5.8%	7.3%	<b>7.5%</b>
6 Percentage of staff experiencing harassment, bullying or abuse from other colleagues in the last 12 months	With	33.7%	21.5%	<b>23.4%</b>
	Without	12.4%	14.7%	<b>13.8%</b>
7 Percentage of staff saying that the last time they experienced harassment, bullying or abuse at work, they or a colleague reported it	With	51.2%	45.9%	<b>54.3%</b>
	Without	52.9%	46.3%	<b>47.3%</b>
8 Percentage of staff who believe that their organisation provides equal opportunities for career progression or promotion	With	84.4%	83.3%	<b>80.9%</b>
	Without	92.1%	90.3%	<b>90%</b>
9 Percentage of staff who have felt pressure from their manager to come to work, despite not feeling well enough to perform their duties	With	43.8%	35.7%	<b>39%</b>
	Without	19.2%	24%	<b>24.9%</b>
10 Percentage of staff satisfied with the extent to which their organisation values their work	With	36.7%	40.7%	<b>36.9%</b>
	Without	53.4%	54.1%	<b>53.3%</b>
11 Percentage of staff with a long lasting health condition or illness saying their employer has made adequate adjustment(s) to enable them to carry out their work	With	66.7%	77.4%	<b>74.2%</b>
12 Staff engagement score (0-10)	With	6.5	6.7	<b>6.7</b>
	Without	7.2	7.3	<b>7.3</b>
	Overall	7.1	7.2	<b>7.1</b>
13 Disabled/LTC Board membership		0%	0%	<b>0%</b>

## 10. Gender Pay Gap

The gender pay gap report is intended to show the difference in the average pay between all men and women in a workforce. The report we have published demonstrates our compliance with statutory reporting requirements and analyses the figures in more detail to understand the reasons why the pay gap exists. Most importantly, it highlights the good practice which exists within the organisation and sets out the actions we intend to take to reduce the gender pay gap for future years.

North Tees and Hartlepool NHS Foundation Trust unequivocally supports fair representation across all levels of the organisation, irrespective of gender. Our approach to pay is based on the principles of consistency, fairness and transparency, which supports the fair treatment and reward of all staff.

Our gender pay gap report as of 31 March 2021 (the snap shot date) shows the Trust has an average pay gap of 36.73%, and a median pay gap of 24.73%. A further breakdown of results shows that the average pay gap is slightly higher amongst the non-medical workforce in comparison to medical staffing. This is because the proportion of male senior managers employed by the Trust is higher than the number of female senior managers. It is therefore reasonable to conclude that male workers earn a higher rate of average pay than female workers. The median pay gap is also higher amongst the non-medical workforce compared to medical staff.

The mean gender pay gap for the Trust shows that female staff are paid 36.73% less than male staff. The median gender pay gap for the Trust shows that female staff are paid 24.73% less than male staff.

Gender	Average hourly rate (mean)	Median hourly rate (median)
Male	£11,051.06	£7,068.75
Female	£8,621.16	£6,032.04
Difference	£2,429.90	£1,036.71
Pay Gap %	21.99%	14.67%

The Trust does not operate a bonus scheme, however consultant medical staff are eligible to apply for clinical excellence awards, which are considered to be a bonus payment and form part of the gender pay gap calculations. As our consultant medical workforce are predominantly male, the results show that male consultants earn a higher average rate of bonus pay (CEAs) than female consultants. The Trust's average Bonus Pay Gap for 2021 shows an increase of 4.99%, from 17% to 21.99%. The non-competitive process of awarding CEAs for 2020 has had a significant impact in this area. Where in previous years the gap had started to narrow with more female consultants applying and receiving an award, the fact that an additional 51 male consultants became award holders in 2020 as compared to an increase of only 25 female consultants has now caused the gap to widen.

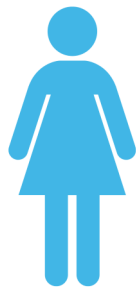
Gender	Average hourly rate (mean)	Median hourly rate (median)
Male	£25.35	£19.38
Female	£16.04	£14.58
Difference	£9.31	£4.79
Pay Gap %	36.73%	24.73%

## Pay Quartiles by Gender:

### Lower Quartile



9.83%



90.17%

### Lower Middle Quartile



11.23%

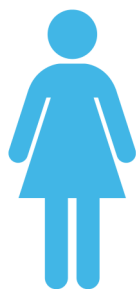


88.77%

### Upper Middle Quartile



11.49%



88.51%

### Upper Quartile



29.98%



71.02%

The data above shows the male to female split of our workforce for each quartile.

The lower quartile represents the lowest salaries in the Trust and the upper quartile represents the highest salaries. The Trust employs more women than men in every quartile.

The information indicates that women occupy 71.2% of the highest paid jobs within the Trust and 89.3% of the lowest paid jobs. This is the fundamental reason behind the Trust's overall gender pay gap.

# 11. Staff Survey

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The national staff survey is one of the largest workforce surveys in the world and is carried out every year to improve staff experience across the NHS.

2021 was one of the most testing years we have ever faced as a health service and the world health pandemic has impacted on many of our colleagues, both on a personal and a professional level.

All employees were invited to participate in the survey and the personal characteristics of the respondents are reported as similar to the overall profile of our workforce.

We achieved a response rate of 54%, where 2410 of our colleagues took the time to tell us about their experiences of working for the Trust. The results showed that for 9/10 themes, the Trust scored higher than the regional average.





### Equality, Diversity and Inclusion Responses

For the first time in 2021, the questions were aligned to the NHS People Promise to track progress against the ambition to make the NHS the workplace where we all want to be by 2024.

“We are compassionate and inclusive” is assessed by examining four specific areas relating to culture, leadership, equality/diversity and inclusion. The Trust scored higher than the national average in all four areas – a positive development which reflects the organisation’s commitment to the People Promise.

The responses to these areas can be examined at a more detailed level to further understand staff experience.

#### Compassionate Culture

89.1% of colleagues feel that their role makes a difference to patients/service users, and 80% of colleagues believe that care of patients/service users is the Trust’s top priority. 77.1% of colleagues reported that the Trust acts on concerns raised by patients/service users. 61.4% of staff would recommend the Trust as a place to work and 69.5% would be happy with the standard of care provided to a friend or relative.

All questions within this section were reported as higher than the national average.

#### Compassionate Leadership

66.1% of colleagues stated that their immediate manager works with them to come to an understanding of problems, with 69.4% of colleagues reporting that their immediate manager is interested in listening to them when describing the challenges they face. 68.6% of colleagues believe that their immediate managers cares about their concerns and 65.8% believe that their immediate manager takes effective action to help them with any problems they face.

All questions within this section were reported as higher than the national average.

#### Diversity and Equality

It is pleasing to report that 62.6% of our colleagues believe the Trust acts fairly with regard to career progression/promotion – an increase of 2.1% from the previous year (2020).

4.1% of colleagues reported that they have personally experienced discrimination from patients/service users (a reduction of 2.8% from 2020) and 6.3% of colleagues have reported that they have experienced discrimination from a manager/team leader or other colleagues.

72% of colleagues think that the Trust respects individual differences. This was a new question for 2021.

The responses to all four questions within this section are above the national average and, with exception of experience of discrimination from a manager/colleague, all scores have improved since 2020. Our work in relation to the delivery of people practices training for all managers and supervisors includes the principles of Just Culture and is expected to have a positive impact in this area.

#### Inclusion

69.4% of colleagues reported that they feel valued by their team and 65.2% feel a strong attachment to their team.

71% of colleagues stated that the people they work with are understanding and kind to one another and 71.9% stated that the people they work with are polite and treat each other with respect.

All four questions are new for 2021 and as with all other sections in this category, are above the national average.

### You said, we did

These are the actions which we identified as being important in response to the 2020 staff survey, and which we believe have directly contributed to our high scores for 2021:

- Provision of unconscious bias training
- Introduction of Civility Training
- Development of our Staff Networks
- Refreshed our Practical Skills Training for Managers
- Introduced 'Stay interviews' to ensure we retain staff
- Included Talent Management in appraisal training
- Enhanced our flexible working offer to staff
- Creation of a staff support hub
- Launch of RESPECT campaign to empower staff to voice any concerns
- Delivered training on Mental Health First Aid
- Creation of our Rainbow Rooms for staff to relax in
- Introduced the Customer Care Charter
- Launch of 100 leaders focussing on change in the organisation
- QI Leads located in each Care Group
- Provided opportunities such as difficult conversations, leadership training and apprenticeships

### Staff Support

Responses to the staff survey are anonymous therefore it is not possible for us to directly address any concerns raised through the survey on an individual basis. However, we continue to ensure that all staff are informed of the numerous options in place where they are able to raise concerns in confidence, and this includes details of the various support systems that are available for staff to access.

There are both formal and informal measures to assist staff who may be experiencing any form of discrimination, bullying or harassment. In addition to our Workforce policies for raising a request for resolution or raising concerns of bullying and harassment, there are also additional routes for staff to seek support. This includes direct access to and support from the Trust's Freedom to Speak Up Guardian and Champions; referral to our internal mediation service, and; self-referral to occupational health support which includes access to counselling services.

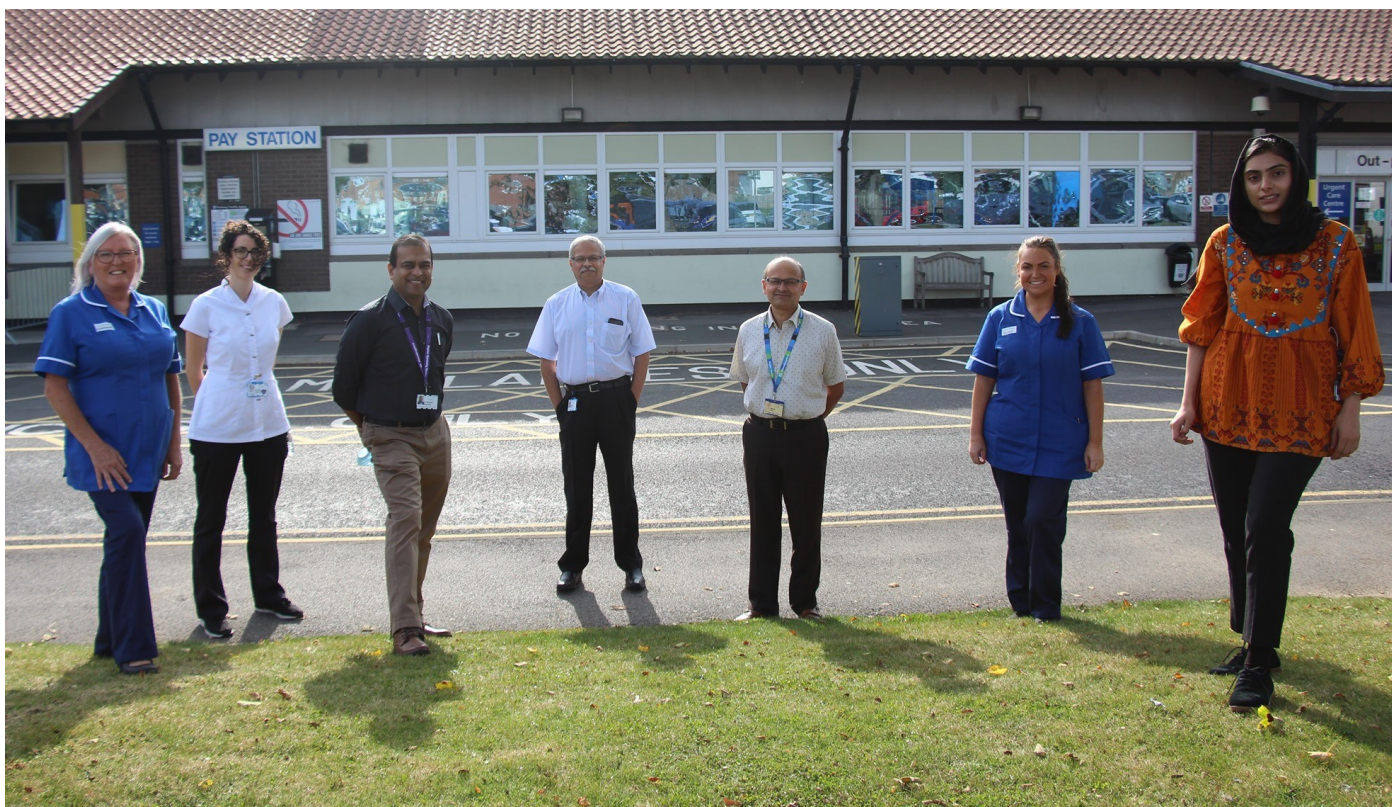
We are keen to ensure that staff feel empowered to raise concerns and that, as a responsive employer, we clearly communicate the cultures and values we expect from our employees, including those in relation to behaviour and attitude and ensuring these are instilled within all staff at all times.

We found that 92% of you feel that **you are trusted** everyday in doing your job.



You rated us 7.4 out of 10 for **compassion and inclusivity**.

# 12. Equality, Diversity and Inclusion Review



The Trust commissioned an external consultancy to undertake a review of our Equality, Diversity and Inclusion practices and people processes and this programme of work commenced during quarter 3, 2021/22.

The decision was taken to undertake the review in two phases. The EDI phase one review covered 10 key areas, with 24 recommendations identified. An agreed action plan was developed and agreed with the external consultancy to drive the activity for phase two of the review.

An event took place on 30 May 2022, where a number of key individuals from across the Trust were invited to meet with the external consultancy and commence the preparations for phase two.

A workforce summit was held on 20 June 2022 to launch the next stage of the review.

Representatives from across the Trust's senior management team were invited to share their thoughts, ideas and priorities in relation to:

- Supporting the Health and Wellbeing of our workforce
- Inclusive recruitment practices to drive representation of our local communities
- Identifying initiatives to address shortage occupations

The event was a huge success and generated a significant amount of information and suggested areas of focus.

The key areas of activity have been considered and an agreed action plan for 2022/23 has been developed.

# 13. Equality, Diversity and Inclusion in Practice

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Equality and diversity is about inclusion, respect and removing barriers, whether this be in relation to the health care services we provide, or the employment of our staff.

There are numerous ways in which this is illustrated throughout the organisation, through specific initiatives as well as in everyday practices. The following section of the report highlights some examples of good practice and the case studies which reflect this.

## Raising awareness of disabilities in the workplace

Staff from an active networking group are leading the charge to change people's views of disabled people in the workplace, especially those dealing with hidden disabilities. The Trust's Disability Staff Network launched a series of videos of group members talking about the issues they tackle every day.

The short but moving testimonials include staff talking candidly about dealing with mental health, autism, myalgic encephalomyelitis (ME) and multiple sclerosis. One video interviewee is pharmacy support worker Nic Samuels.

Nic, who suffers from bouts of serious depression, says in her video: "People don't understand that when that black cloud starts and you just get that black cloud in your head. There's nothing you can do and you just feel so ill.

"It's horrendous, this feeling of pain in your mind." You've got no logic or rationale. Your brain just will not function, it's just full of lowness and it's the most horrendous feeling in the world."

Nic advises her colleagues dealing with similar issues to ask for help, commenting: "Anybody that's

suffered from it should feel they can get support from the Trust, because I have. You feel so much better when you have been and spoken to someone."



### Trust Chooses to Challenge

The theme of International Women's Day was Choose to Challenge.

A challenged world is an alert world. Individually, we are all responsible for our own thoughts and actions – all day, every day. We can all choose to challenge and call out gender bias and inequality.

We can all choose to seek out and celebrate women's achievements. Collectively, we can all help create an inclusive world.

Throughout International Women's Day, the Trust posted a series of social media posts featuring staff proclaiming their commitment to the ideals of International Women's Day.



### Raising awareness of disabilities in the workplace

We were thrilled to welcome this year's cohort of Project Choice interns who are placed within various departments across North Tees and Hartlepool NHS Foundation Trust. The students undergo a range of placements gaining experience in different roles including portering, ward hostess, chef and domestic assistant.

Project choice is a programme that supports internships at the Trust for young people aged 16 to 25 with learning disabilities, learning difficulties and/or autism.

These placements are a fantastic opportunity for young people to gain the vital experience and skills

they need to be employment ready. The programme provides interns with three 12-week placements throughout the academic year and the journey offers the individual the chance to gain valuable work experience, developing their knowledge and skills and building confidence along the way.



### Mayor of Stockton and nurse join BAME appeal

The Mayor of Stockton-on-Tees Councillor Mohammed Javed and Nurse Millie Magadlela joined the Trust's campaign to record video appeals to the diverse ethnic groups within our local communities, about the importance of having the COVID-19 vaccine.

Members of the BAME community are at a higher risk of serious illness from COVID-19 and the Trust recognised that there was a low uptake of the vaccination within the BAME community. This prompted us to record and release a series of video appeals by our BAME colleagues and this included speaking in native languages as a direct appeal to those who may not speak English.

Councillor Javed and Millie were themselves seriously ill with the virus, with both making local headlines after being applauded out of intensive care after lifesaving treatment saw them spend time on ventilators.

On his video appeal, Councillor Mohammed Javed commented: "I urge people to please have the vaccine. It's safe. Don't listen to the fake news and the fake social media. It is safe to have the vaccine."

"I've had my COVID vaccine and I'm really happy and proud to have had it because I know I'm going to be safe. I'm protecting myself, my family, my colleagues and the public at large", says Millie on her video.

### Hypnobirthing service relaunched for local mums-to-be

We are once again offering expectant mothers the opportunity to give birth in more comfort thanks to our refurbished hypnobirthing service.

Serenity HypnoBirthing aims to reduce pain and create a calmer, more peaceful childbirth experience by teaching women breathing techniques, relaxation exercises and a safe form of self-hypnosis. Mums-to-be can sign up to a five-week HypnoBirthing course for just £90, which includes a book and a CD of relaxation exercises. Serenity HypnoBirthing is unlike 'stage' hypnotherapy and is a meditative process of enhancing breathing and relaxation techniques to self-manage the body's reactions to the birth process.

It aims to help reduce the pain naturally, although even if painkillers are still required, women will have a calmer, more relaxed birth with Serenity HypnoBirthing.



### “It’s not a new chapter, it’s a new book”

“It’s not a new chapter, it’s a new book” is the message from Matthew Andersen, a transgender man as he approached what he calls his first ‘manniversary’.

The 30-year-old clinical coder came out as transgender to his family, friends and colleagues two years ago. Matthew, who does not like to publically refer to his birth name, was confident in the support he would receive from those in his life, especially his Trust colleagues.

Matthew took part in a filmed interview as part of Pride month and told us: “I didn’t even realise I was a man. All of my life I thought I was female. I was a bit of a late bloomer, and I was 28 when I realised I was transgender.

“Looking back at my life and childhood, all the signs were there – I just didn’t piece them all together. When I came to the realisation that I was

living in the wrong body it was a glass shattering moment. Very quickly it became unbearable. It felt wrong, but at the time I felt there was nothing I could do about it. When I look at photos of myself pre-transition, I recognise that person but it’s not me”.

“My physical transition began when I started testosterone. That brought about the physical changes. I started that about a year ago. I’m having a party for it – I call it my ‘manniversary’! Pre-transition is like a prequel, this is my life now. It’s not a new chapter, it’s a new book. It’s the start of my story.”

Matthew was supported by his family, colleagues and the Trust during his transition. Stuart Harper-Reynolds, Trust adult safeguarding nurse and chair of the Trust’s LGBTQ+ staff network was the first person Matthew confided in about his realisation he was trans.



### Pride in the NHS Week

To mark Pride in the NHS week, our LGBTQ+ staff network held an event inviting Trust colleagues to pledge to be an ally to our LGBTQ+ patients and members of staff.

Hundreds of staff came forward to sign their pledge and receive an NHS rainbow badge as a visual display to show their pride in being an LGBTQ+ ally.

The Trust also released a video of Stuart Harper-Reynolds, adult safeguarding nurse and chair of our LGBTQ+ staff network, highlighting the importance of the staff network.



### Reducing the Risk of Discrimination - Cultural Ambassador Programme

The Trust was delighted to become part of the Royal College of Nursing (RCN) Cultural Ambassador Programme in 2021.

The aim of the programme is to ensure that staff from BAME backgrounds are treated fairly and in a consistent manner when facing potential disciplinary action from their employer. Cultural ambassadors are trained to identify and challenge discrimination and cultural bias and use these skills in their role by acting as a neutral observer within disciplinary processes, formal investigations and grievance hearings involving staff from BAME backgrounds.

Through the implementation of the Workforce Race Equality Scheme (WRES) at a national level, we are aware of the evidence which exists which shows that BAME staff in the NHS are over-represented in such processes, and this means that they are therefore more likely to receive a formal sanction, as compared to White colleagues.

We currently have five individuals who have attended formal training to become a Cultural Ambassador for the Trust. Their role is to ask questions that others may not have considered, and they are therefore able to encourage important and thorough deliberations which can prevent cases from progressing to unnecessary formal stages.



### Celebrating the vital role of overseas workers in healthcare

The Trust employs staff who come from more than 50 countries across the globe.

These staff work in a range of areas – including doctors, nurses, healthcare support workers, therapy, non-clinical staff, and many more!

The Trust highlighted the vital contribution that our global workforce makes to the organisation. Dr Deepak Dwarakanath, medical director, said:

“Without overseas workers and the outstanding role they play at this organisation, we simply couldn’t provide the same level of care to our patients. We are proud to have such a diverse range of staff from more than a quarter of the world’s countries – all playing a critical role here at this Trust. These are people who want to make a real difference to the health of people in our local communities and bring a wealth of skills and knowledge with them to do that. This is an opportunity for us to acknowledge the fantastic part that these staff play.”

The Trust has staff from countries across Europe such as Romania and Ukraine as well as from countries further away including the Philippines, India, Malaysia, Afghanistan and Nigeria.

Martha Nandago moved from her homeland in Uganda to Stockton nearly 20 years ago. She works as a staff nurse in the orthopaedic outpatient departments at the University Hospital of North Tees and the University Hospital of Hartlepool.

She said: “I love working at this organisation and am passionate about making a difference to the lives of our community.

“I live in Stockton – it’s where three of my four children were born. It’s my community and my home.

“This is a fantastic place to work and to live – we have staff from all over the world bringing so many skills to their roles.”



### **New staff ID badges helping remove the barrier facemasks create with patients**

The palliative care team have created new ID badges to show the face behind the mask.

The #AndILookLikeThis campaign – first launched by staff at Chesterfield Royal Hospital NHS Foundation Trust – is in response to the impact personal protective equipment (PPE) has had since the COVID-19 outbreak.

John Sheridan, Macmillan lead nurse for end of life care, said: “So much of the care we give is about the personal relationship we have with our patients. “A smile, a reassuring touch, and showing that we

care can mean so much to them and to their relatives. When you can't see half of someone's face, it creates a real challenge.

“So, when we saw the social media coverage from Chesterfield about their idea, we loved it. “Ever since we have first used the badges, we have had so much fantastic feedback. It shows to patients who we are — they can see from our badge what we look like behind the facemask. We are now calling on all of our staff to join us in wearing the badges.”



### Chinese New Year COVID appeal

Leung Yu Wu, a pharmacist based at the University Hospital of North Tees, lent his voice to a series of filmed videos on behalf of the NHS appeal for members of the UK's Chinese community to celebrate the Year of the Tiger in safety and to get the COVID-19 vaccine.

Leung, 40, is originally from Hong Kong and has lived in the UK for 16 years. He lives in Newcastle with his wife Mia and their two children, a son aged three and a one-year old daughter.

An experienced pharmacist who has worked at the Trust since 2009, recorded appeals in Mandarin, Cantonese and English, Leung said:

“Chinese New Year is a time of family celebration and fun. I’m a pharmacist and I know the vaccine is safe and effective. I’ve had it and I would recommend it to any of my family and patients. Please, protect yourselves and loved ones and begin the Year of the Tiger vaccinated and safe from COVID-19.”



### World AIDs Day

The Trust marked World Aids Day on 1 December 2021 by inviting a representative from the Terence Higgins Trust to speak to members of the LGBTQ+ staff network and dispel the myths surrounding HIV and AIDS. Anthony Young attended the network and delivered a moving and thought provoking presentation.

Stigma and discrimination can be a daily issue for people living with HIV. A recent national stigma survey showed that 13 per cent report avoiding visiting the GP because they feared being treated differently and 21 per cent of gay men living with HIV report they have been discriminated against in



## Improving care for people with a learning disability

The safeguarding team is supporting new 'diamond pathways' to deliver high quality, reasonably adjusted care for people with a learning disability.

The new standards, developed by the North East and Cumbria Learning Disability Network and Access to Acute Network, are about planned admission, emergency admission and discharge which are then underpinned by a core set of values and principles.

As part of Learning Disability Week, the safeguarding team visited clinical areas to highlight the new standards and deliver information and free goodies. Carley Ogden, nurse advisor for adult

safeguarding and learning disability, said: "These new standards will provide the standard of care that people with a learning disability require and to which they are entitled.

"The aim of the pathway and workforce education package is to help people with a learning disability by improving communication, experiences of health care, quality of life for people with a learning disability, promoting seamless care and reducing premature mortality."

The team also used the week to raise awareness of hospital passports – a document for patients with information about them and their health needs.

# 14. Looking ahead to 2022/23

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We have many plans for the year ahead and our focus will be to implement the priority actions resulting from the Trust-wide review of our EDI practices. These actions will be taken forward as part of phase two of the programme and they will be governed in such a way that the effect and impact will be embedded to allow for sustained progress to be made with the Trust ED&I approach.

Our activities will be themed across the four key strands of:

- Development
- Governance/Risk
- Groups and Committees
- Strategy

The agreed action plan for 2022/23 includes timescales for delivery. The plan is structured around the short-term priorities (3 to 6 months) and those to be taken forward in the longer term (6-12 months).

There are eleven project areas covering the following headings:

### Short term:

- Work with workforce colleagues to integrate ED&I policy and practice within existing OD and people strategy, policy and practice
- Equality Impact Assessment Training
- Trust Board development
- ED&I Governance Framework
- Managing difficult situations and having difficult conversations
- Staff Networks development

### Long term:

- Positive action programme and leadership development
- Reciprocal mentoring programme
- Develop capacity to link ED&I and health inequalities, quality agenda and continuous improvement
- Integrated ED&I focused learning development offer
- ED&I annual conference



# 15. Contacts for Further Information

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If you would like any further information about Equality, Diversity and Inclusion within North Tees and Hartlepool NHS Foundation Trust, please contact our Workforce Equality and Diversity lead:

**Michelle Taylor, Head of Workforce**  
University Hospital of North Tees  
Tel: 01642 624025

## **Feedback**

We actively seek feedback on our annual reports from stakeholders and service users so that we can continue to meet our commitment to improve service delivery. We would welcome any feedback and comments on this document which should be directed to:

**The Employee Relations Team**  
University Hospital of North Tees  
Hardwick Road  
Stockton on Tees  
TS19 8PE

Or by email at [nicola.hogarth1@nhs.net](mailto:nicola.hogarth1@nhs.net)

The information contained within this report is also available in alternative formats, which can be obtained by contacting, Cordelia Wilson, Clinical Governance Lead on 01642 383576 or via email on [cordelia.wilson@nhs.net](mailto:cordelia.wilson@nhs.net)

# 16. Workforce Equality Factsheets

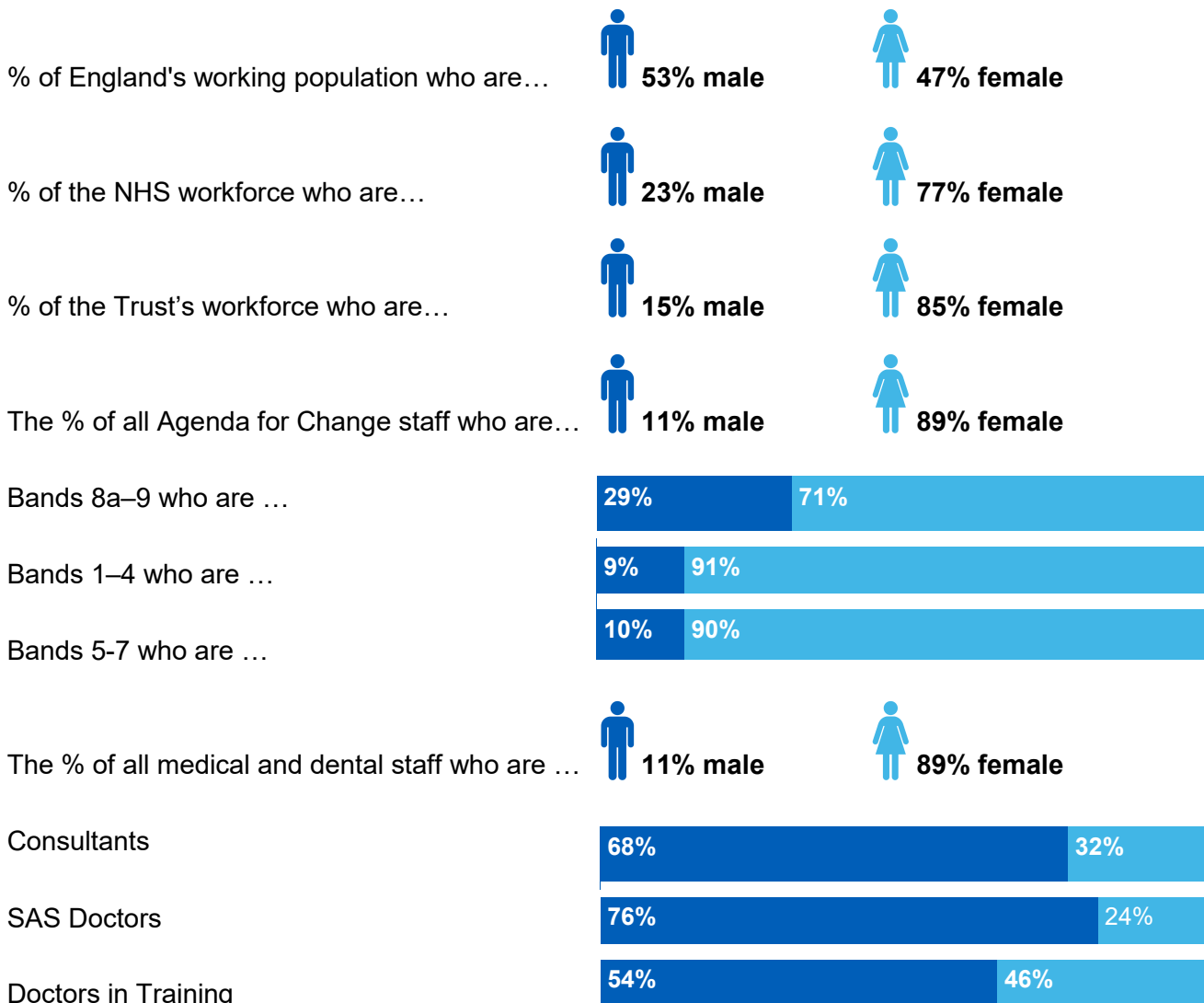
As of 31 March 2022, there were 4,700 members of staff employed by the Trust.

Of the total staff employed by the Trust, 2,487 employees (53%) work on a full time basis and 2,213 employees (47%) work part time.

This section outlines the profile of the workforce of the Trust in relation to each protected characteristic, for the period 1 April 2021 to 31 March 2022.

## Section 1 - Gender

The Trust employs 4,020 female members of staff and 680 male members of staff.



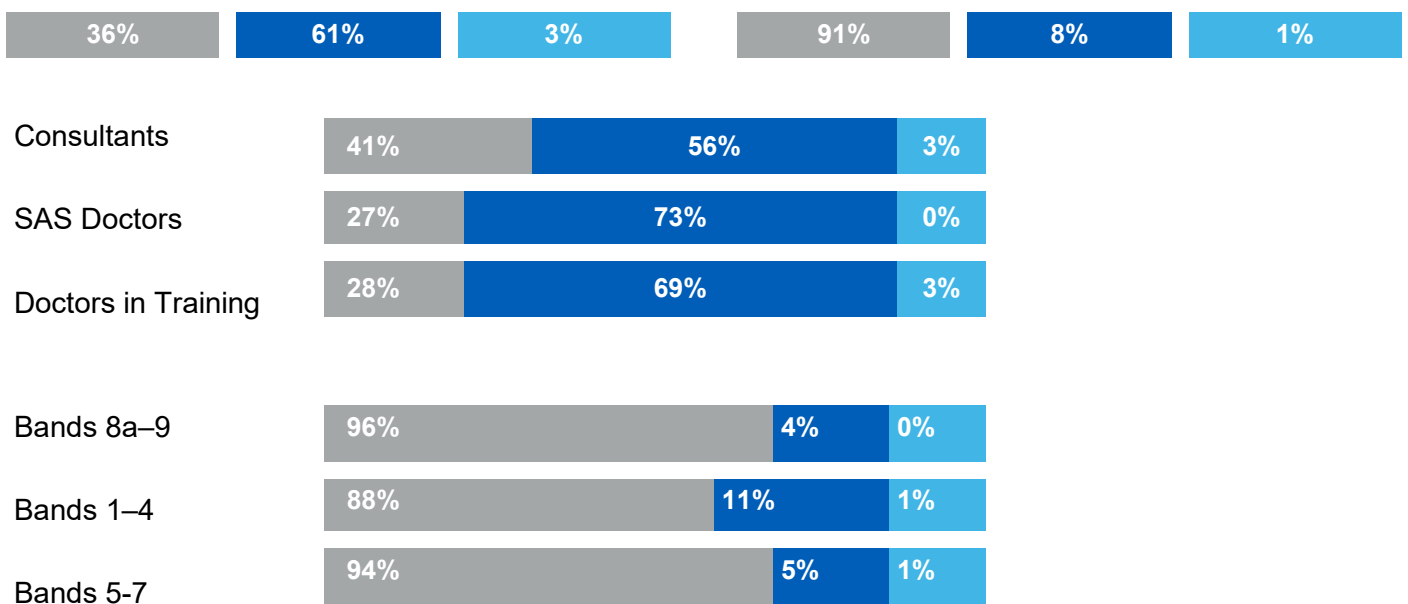
## Section 2 – Ethnicity

The Trust employs 4,109 White employees and 536 BAME employees. A further 55 employees have chosen not to declare their ethnicity.

% Ethnic breakdown of England's working population		% Ethnic breakdown of the NHS Workforce		% Ethnic breakdown of the Trust's Workforce	
White	86%	White	76%	White	87%
Black or Black British	3%	Black or Black British	6%	Black or Black British	1%
Asian or Asian British	7%	Asian or Asian British	9%	Asian or Asian British	7%
Mixed	1%	Mixed	2%	Mixed	1%
Chinese	1%	Chinese	1%	Chinese	0%
Any other ethnic group	1%	Any other ethnic group	2%	Any other ethnic group	2%
Not stated/unknown	0%	Not stated/unknown	5%	Not stated/unknown	1%

All Medical and Dental Staff

Agenda for Change Staff



**Key**

White

BAME

Not stated/unknown



### Section 3 - Age

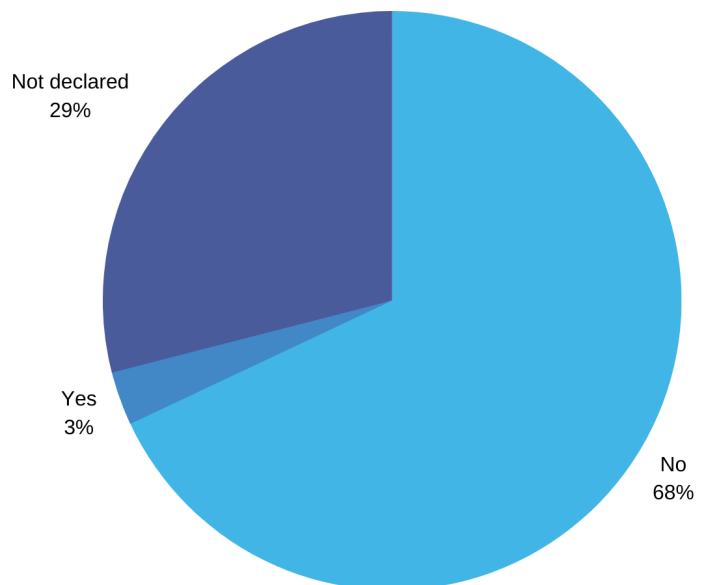
Of the 4,700 individuals employed by the Trust, the majority of staff are aged 56 to 60, closely followed by age 51 to 55 and then 46 to 50.

Age breakdown of England's working population	Age breakdown of the NHS Workforce	Age breakdown of the Trust's Workforce
Under 25	Under 25 6%	Under 25 6%
25 to 34	25 to 34 23%	25 to 34 23%
35 to 44	35 to 44 24%	35 to 44 24%
45 to 54	45 to 54 28%	45 to 54 25%
55 to 64	55 to 64 18%	55 to 64 21%
65 and over	65 and over 2%	65 and over 2%

### Section 4 - disability

Our data indicates that the majority of our employees (68%) have declared that they do not have a disability, as compared to 3% of employees who have declared that they do have a disability.

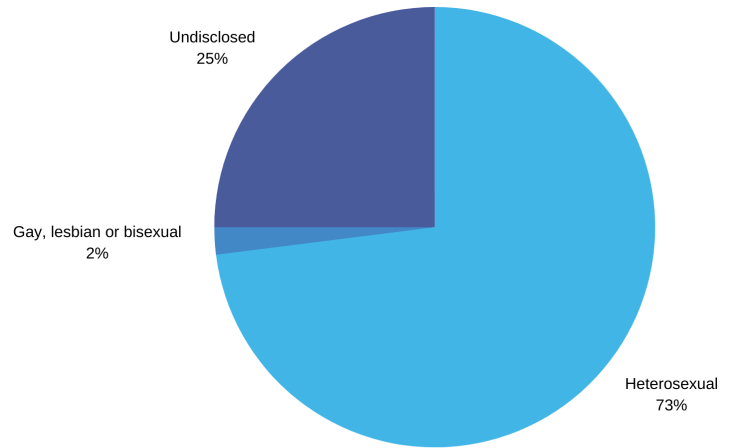
The information we hold relating to staff and disability continues to improve as there has been a reduction in the number of staff who have not declared their disability status from 36% in 2019/20 to 34% in 2020/21 to 29% in 2021/22.



## Section 5 - Sexual Orientation

75% of our employees have declared their sexual orientation, whereas 25% have chosen not to declare their status. The number of staff choosing not to declare their status has reduced by 3% since 2020/21.

Of those employees who have chosen to declare their status, 73% of our employees have declared their sexuality as heterosexual, with a further 2% employees who have declared their status as gay, lesbian or bisexual.

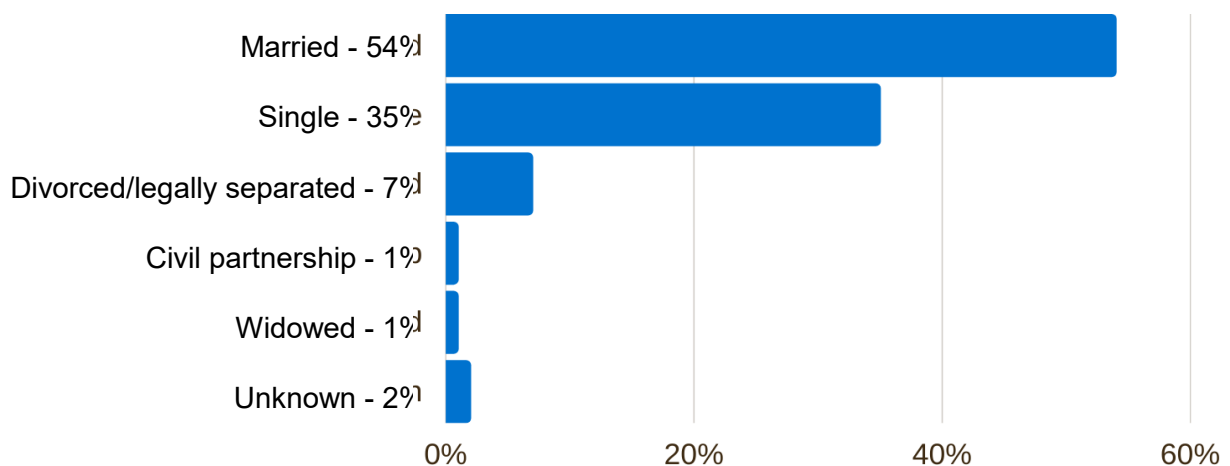


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## Section 6 - Marital Status

Our data indicates that the majority of our employees (68%) have declared that they do not have a disability, as compared to 3% of employees who have declared that they do have a disability.

The information we hold relating to staff and disability continues to improve as there has been a reduction in the number of staff who have not declared their disability status from 36% in 2019/20



## Section 7 - Religion and Belief

45% of our employees have recorded their religion as Christian, whereas 30% of staff have chosen not to declare their religion and 12% of staff have declared that they are Atheist.

Religion or belief	Number of employees	Religion or belief	Number of employees
Christianity	2,135	Hinduism	60
Not declared	1,389	Buddhism	15
Atheist	554	Jainism	3
Other	455	Sikhism	3
Islam	84	Judaism	2

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## Section 8 - Pregnancy and Maternity

5.1% of our staff (240 employees) have taken maternity/adoption or paternity leave in the last year.

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## Section 9 - Gender Reassignment

At present we are not able to report on this equality strand as these details are not captured on the standard documents/application forms that are used to gather personal details.

However, any member of staff currently undergoing gender reassignment is supported throughout their transition by their manager and an employee relations advisor, in relation to employment matters and workplace considerations.

**North Tees and Hartlepool NHS Foundation Trust**

Hardwick Road, Stockton on Tees, TS19 8PE

[www.nth.nhs.uk](http://www.nth.nhs.uk)